

	SURVEY QUESTION RESULTS (Grouped By Disagree/Agree)	N/%	Disagree	Agree	Total
1.	I feel I am well prepared to do my job.	N	584	10746	11330
		%	5%	95%	100%
2.	My agency offers training that will improve my chances for promotion.	N	5545	5828	11373
		%	49%	51%	100%
3.	My supervisor is very competent in doing his/her job.	N	2570	8803	11373
		%	23%	77%	100%
4.	I feel I am paid a fair amount for the work I do.	N	7874	3529	11403
		%	69%	31%	100%
5.	Hard work is usually rewarded at my agency.	N	8041	3341	11382
		%	71%	29%	100%
6.	Overall, I am satisfied with the benefits I receive.	N	3644	7763	11407
		%	32%	68%	100%
7.	There is usually too little chance for promotion in my agency.	N	2727	8640	11367
		%	24%	76%	100%
8.	I receive a written performance evaluation at least once a year.	N	1044	10272	11316
		%	9%	91%	100%
9.	I do not enjoy coming to work each day.	N	7467	3916	11383
		%	66%	34%	100%
10.	The work I receive is challenging and stimulating and helps retain me as a state employee.	N	2898	8501	11399
		%	25%	75%	100%
11.	Change is too frequent in my agency and could lead me to leaving the agency.	N	7518	3862	11380
		%	66%	34%	100%
12.	I have adequate communications technology to do my job.	N	2355	9013	11368
		%	21%	79%	100%

13.	I do not have enough authority to make decisions in my job and am considering leaving state employment because of this.	N	8635	2748	11383
		%	76%	24%	100%
14.	Conflict resolution is achieved efficiently and effectively in my agency.	N	6303	5055	11358
		%	55%	45%	100%
15.	I am currently able and willing to take a better job if one should become available.	N	1990	9379	11369
		%	18%	82%	100%
16.	I don't have a good idea about what skills and knowledge I will need in the future.	N	8067	3301	11368
		%	71%	29%	100%
17.	My agency does not offer training on advances in technology that affect my job.	N	6276	5088	11364
		%	55%	45%	100%
18.	My supervisor is unfair to me.	N	9317	2046	11363
		%	82%	18%	100%
19.	The level of my pay encourages me to remain a state employee.	N	8171	3197	11368
		%	72%	28%	100%
20.	I am satisfied that my pay increases reflect the quality and quantity of the work I do each year.	N	9822	1550	11372
		%	86%	14%	100%
21.	I am not satisfied with my state retirement plan.	N	5964	5358	11322
		%	53%	47%	100%
22.	Promotional opportunities in my agency encourage me to remain in state employment.	N	9131	2242	11373
		%	80%	20%	100%
23.	My performance evaluations inform me about the aspects of my job I do well, and about the areas in which I need improvement.	N	3104	8254	11358
		%	27%	73%	100%
24.	My opinion is heard when discussing changes within my agency and this encourages me to remain a state employee.	N	6656	4747	11403
		%	58%	42%	100%

25.	My supervisor is an effective communicator.	N	3663	7744	11407
		%	32%	68%	100%
26.	I have input on decisions that are made that affect my immediate work area.	N	3341	8048	11389
		%	29%	71%	100%
27.	Lingering conflicts that exist in my agency have caused me to look for employment elsewhere.	N	6867	4490	11357
		%	60%	40%	100%
28.	In the last year I have thought about looking for a job opportunity outside of state employment.	N	3881	7500	11381
		%	34%	66%	100%
29.	I am working to acquire the skills and knowledge I will need in the future.	N	1967	9407	11374
		%	17%	83%	100%
30.	Training and development opportunities in my agency encourage me to remain in state employment.	N	7153	4239	11392
		%	63%	37%	100%
31.	My supervisor shows too little interest in the feelings of the employees.	N	3924	7464	11388
		%	34%	66%	100%
32.	Raises are too few and far between.	N	1127	10253	11380
		%	10%	90%	100%
33.	Recent pay increases encourage me to remain a state employee.	N	9510	1843	11353
		%	84%	16%	100%
34.	I am satisfied with my state health insurance plan.	N	3657	7672	11329
		%	32%	68%	100%
35.	Employees in my agency are usually promoted based on qualifications.	N	6935	4384	11319
		%	61%	39%	100%
36.	My supervisor gives me meaningful performance feedback throughout the year.	N	4030	7348	11378
		%	35%	65%	100%
37.	There is not a fair workload distribution among the people with whom I work.	N	5204	6152	11356
		%	46%	54%	100%

38.	Change is viewed as positive in my agency.	N	4749	6625	11374
		%	42%	58%	100%
39.	The goals of this organization are not clear to me.	N	7226	4160	11386
		%	63%	37%	100%
40.	I dislike the way decisions are made in my agency.	N	4288	7081	11369
		%	38%	62%	100%
41.	The work environment positively influences how I do my work in my agency.	N	3509	7877	11386
		%	31%	69%	100%
42.	I have applied for a job outside of state government within the last 12 months.	N	8093	3216	11309
		%	72%	28%	100%
43.	I don't have the tools and equipment I need to perform well in my job.	N	8120	3262	11382
		%	71%	29%	100%
44.	I do not have adequate information on training opportunities.	N	6560	4830	11390
		%	58%	42%	100%
45.	My supervisor communicates clearly what he/she expects me to accomplish in my job.	N	3313	8084	11397
		%	29%	71%	100%
46.	The level of my pay encourages me to seek employment outside of state government.	N	3373	8016	11389
		%	30%	70%	100%
47.	I don't feel that my efforts are rewarded the way they should be.	N	2384	8998	11382
		%	21%	79%	100%
48.	There are benefits we do not have which we should have.	N	3239	8115	11354
		%	29%	71%	100%
49.	Those who do well in my position stand a fair chance of being promoted.	N	7475	3875	11350
		%	66%	34%	100%
50.	I do not receive enough meaningful feedback to improve my performance.	N	7149	4215	11364
		%	63%	37%	100%

51.	I don't like the tasks I perform on my job.	N	9402	1993	11395
		%	83%	17%	100%
52.	I generally feel informed about changes that affect me.	N	4824	6609	11433
		%	42%	58%	100%
53.	Computers are a good way for the state government to get information to me.	N	1919	9517	11436
		%	17%	83%	100%
54.	I usually know who makes the decisions that affect my job.	N	4187	7242	11429
		%	37%	63%	100%
55.	When we have problems working with each other, we do not develop ways to solve the problems in my agency.	N	5829	5549	11378
		%	51%	49%	100%
56.	I plan to seek employment outside of state government within the next year.	N	6554	4819	11373
		%	58%	42%	100%
57.	I have the ability to work with tools and equipment I need to perform well in my job.	N	787	10614	11401
		%	7%	93%	100%
58.	The amount of my compensation affects my decision to remain a state employee.	N	2911	8471	11382
		%	26%	74%	100%
59.	Availability of promotion opportunities affects my decision to remain a state employee.	N	4593	6784	11377
		%	40%	60%	100%
60.	My supervisor encourages and supports me in attending training.	N	2990	8404	11394
		%	26%	74%	100%
61.	My supervisor takes a personal interest in helping me get ahead at my job.	N	4792	6582	11374
		%	42%	58%	100%
62.	I feel unappreciated by the State and my agency when I think about what they pay me.	N	3139	8252	11391
		%	28%	72%	100%
63.	In my agency people who work hard get higher pay raises than those who work less hard.	N	10432	916	11348
		%	92%	8%	100%

64.	The benefits we receive are as good as most other organizations offer.	N	5161	6215	11376
		%	45%	55%	100%
65.	People get ahead as fast here as they do in other organizations.	N	8743	2562	11305
		%	77%	23%	100%
66.	You have to know the right people to get ahead in the state system.	N	2880	8466	11346
		%	25%	75%	100%
67.	Overall, I believe that our employee performance evaluation system is fair.	N	4980	6380	11360
		%	44%	56%	100%
68.	I get a feeling of personal satisfaction from my work.	N	1695	9710	11405
		%	15%	85%	100%
69.	My benefits package effects my decision to remain a state employee.	N	2599	8779	11378
		%	23%	77%	100%
70.	Addition of responsibilities similar to the ones I have now in my current job affects my decision to remain a state employee.	N	4671	6549	11220
		%	42%	58%	100%
71.	I understand how my job contributes to achieving the goals of my agency.	N	1210	10181	11391
		%	11%	89%	100%
72.	I would not recommend my agency as one of the best places to work in the community.	N	5797	5616	11413
		%	51%	49%	100%
73.	I usually hear about important changes through rumors rather than through management communication.	N	4018	7403	11421
		%	35%	65%	100%
74.	We try new and better ways of doing things in my agency.	N	4482	6922	11404
		%	39%	61%	100%
75.	I do not receive enough information to do my job well from people in my agency.	N	7406	3991	11397
		%	65%	35%	100%
76.	Generally speaking, I am very satisfied with communications in my agency.	N	5881	5543	11424
		%	51%	49%	100%

77.	If I need help doing my job, co-workers are not willing to pitch in if I ask them in my agency.	N	8432	2954	11386
		%	74%	26%	100%
78.	I am able and willing to relocate to take a better job if one should come up.	N	5621	5763	11384
		%	49%	51%	100%
79.	I get the training I need to do my job well.	N	4070	7313	11383
		%	36%	64%	100%
80.	Addition of more interesting and challenging responsibilities to my current job will affect my decision to remain a state employee.	N	4722	6650	11372
		%	42%	59%	100%
81.	The amount of respect I receive from my supervisor and the people I work with affects my decision to remain a state employee.	N	2166	9235	11401
		%	19%	81%	100%
82.	I have a high quality relationship with my supervisor and this persuades me to remain a state employee.	N	4072	7315	11387
		%	36%	64%	100%
83.	My current pay is below what I could earn in a private sector job.	N	1682	9693	11375
		%	15%	85%	100%
84.	In my agency people who are more effective get higher pay raises than those who are less effective	N	9861	1459	11320
		%	87%	13%	100%
85.	I feel satisfied with the amount of my pay increases.	N	9809	1577	11386
		%	86%	14%	100%
86.	Employees are usually promoted based on performance.	N	8039	3306	11345
		%	71%	29%	100%
87.	The work I do is not meaningful and could lead me to seek a job outside of state employment.	N	8736	2652	11388
		%	77%	23%	100%
88.	I feel the way promotional opportunities are given in my agency is fair.	N	7139	4171	11310
		%	63%	37%	100%
89.	I am proud to be a state employee.	N	2766	8617	11383
		%	24%	76%	100%

90.	The amount of say I have in how to do my job affects my decision to remain a state employee.	N	3071	8299	11370
		%	27%	73%	100%
91.	I enjoy the people I work with and this encourages me to remain a state employee.	N	1687	9728	11415
		%	15%	85%	100%
92.	People who look for new and better ways of doing things are not respected and rewarded in my agency.	N	5441	5937	11378
		%	48%	52%	100%
93.	Flexibility (work hours, dress code, etc.) exists in my work place and helps retain me as a state employee.	N	4036	7370	11406
		%	35%	65%	100%
94.	We are able to adapt quickly to changing needs in my agency.	N	4371	7002	11373
		%	38%	62%	100%
95.	Communications are not open or candid in my agency.	N	5314	6082	11396
		%	47%	53%	100%
96.	I do not intend to continue in state employment for the next five years.	N	6543	4805	11348
		%	58%	42%	100%
97.	The state benefits package encourages me to remain a state employee.	N	3789	7526	11315
		%	33%	67%	100%
98.	The way performance is evaluated in my agency encourages me to seek employment outside of state government.	N	6967	4266	11233
		%	62%	38%	100%
99.	The amount and quality of the performance feedback I receive affects my decision to remain a state employee.	N	5705	5551	11256
		%	51%	49%	100%

DEMOGRAPHIC RESULTS			
100.	Employee Status		
	Classified	N	8983
		%	81%
	Unclassified	N	2043
		%	19%
100a.	Gender		
	Female	N	5536
		%	49%
	Male	N	5873
		%	51%
101.	Age		
	18-24	N	208
		%	2%
	25-35	N	1638
		%	14%
	36-45	N	3474
		%	30%
	36-55	N	4290
		%	38%
	55 and over	N	1801
		%	16%
102.	Annual Salary		
	under \$20,000	N	1653
		%	15%
	\$20,000-\$29,999	N	4421
		%	39%
	\$30,000-\$39,999	N	3085
		%	27%
	\$40,000-\$49,999	N	1380
		%	12%
	\$50,000 and above	N	797
		%	7%

103.	Race/Ethnic Group		
	Asian/Pacific Islander	N	102
		%	1%
	Black	N	363
		%	3%
	Hispanic	N	192
		%	2%
	American Indian\Alaska Native	N	112
		%	1%
	White	N	10492
		%	93%
104.	Length of Service		
	0-5 years	N	2832
		%	25%
	6-10 years	N	2235
		%	20%
	11-15 years	N	2324
		%	20%
	16-20 years	N	1569
		%	14%
	21 years and over	N	2435
		%	21%
105.	Occupation		
	Office and Clerical	N	2330
		%	21%
	Professional	N	5373
		%	48%
	Service and Maintenance	N	1616
		%	14%
	Technical	N	1318
		%	12%
	Other	N	641
		%	6%

106.	Supervision		
	Manager	N	1261
		%	11%
	Supervisor	N	2396
		%	21%
	Team Leader	N	1359
		%	12%
	Non-supervisory	N	6259
		%	56%
107.	Education		
	GED	N	347
		%	3%
	High School	N	4472
		%	40%
	Associate's Degree	N	1662
		%	15%
	Bachelor's Degree	N	3275
		%	29%
	Master's Degree	N	1220
		%	11%
	Doctorate	N	302
		%	3%
108.	Government Function		
	Public Safety	N	2163
		%	20%
	General Government	N	1519
		%	14%
	Human Resources and Services	N	3029
		%	28%
	Education	N	2123
		%	19%
	Agriculture and Natural Resource	N	692
		%	6%
	Transportation	N	1478
		%	13%

109.	Region		
	Northwest	N	825
		%	7%
	Southwest	N	655
		%	6%
	Northcentral	N	698
		%	6%
	Southcentral	N	1776
		%	16%
	Northeast	N	6337
		%	57%
	Southeast	N	863
		%	8%